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DEPARTMENT OF AGRICULTURE & FARMERS' EMPOWERMENT

NOTIFICATION

The 12th June, 2025

Subject: The Equal Opportunity Policy for the Persons with Disabilities.

No.13869—DAFE-MISC-MISC-0001/2025/A&FE. — In exercise of the powers conferred by the Sub-section(1) of the Section-21 of the Rights of Persons with Disabilities Act, 2016 & in pursuance of the rule-8 of Rights of Persons with Disabilities Rules, 2017, the Department of Agriculture & Farmers' Empowerment (DA & FE) do hereby make the following Equal Opportunity Policy for the Persons with Disabilities (PwDs)

1. BACKGROUND:

The Rights of Persons with Disabilities (RPwD) Act, 2016 defines & safeguards the rights & the entitlements of PwDs, establishes a mechanism for ensuring their empowerment & mainstreaming into the society. The responsibility has been cast upon the appropriate authorities to take the effective measures to ensure that PwDs enjoy their rights equally as the others. It stipulates the designation of the special courts at the district level for fast-tracking the cases of atrocities against PwDs under the Act.

The Resolution No.7140/SSEPD, dated the 5th September, 2017, on the reservation & the other concessions for PwDs in various posts or services under the state government & the Public Sector Undertakings, provides for the relaxations & the concessions for PwDs.

2. OBJECTIVES:

The Department/ Establishment aims to create the equal employment opportunities such that all employees work in an environment, which is accessible and suffer no discrimination, restriction or exclusion in order to enable them achieve their full potential. This policy is known as the "Equal Employment Opportunity Policy of Department of Agriculture & Farmers' Empowerment (DA & FE)". It is applicable for all the establishments functioning under DA & FE.

The equal opportunity policy of the DA & FE is notified as under & sent to the Office of the State Commissioner for Persons with Disabilities(SCPD), Odisha for the purpose of its registration as required under the provisions laid down in Sub-Section(2) of the Section 21 of the RPwD Act, 2016.

3. POLICY STATEMENT:

It is the policy of this department to provide the equal employment opportunities, without any discrimination on the grounds of age, colour, disability, marital status, nationality, race, religion, sex etc. This department will strive to maintain a work environment that is free from any harassment based on above considerations. The equal opportunity policy is subject to applicable regulations, qualifications and merit of the individual.

4. EQUAL OPPORTUNITY FOR PwDs:

In accordance with the provisions of the RPwD Act, 2016 & Rules, it is the policy of this department to ensure that the work environment is free from any discrimination against PwDs. Further, this department will take all the actions to ensure that a conducive environment is provided to PwDs to perform their role & excel in the same.

The department will build the systems & the processes to ensure:

- a. That the appropriate facilities & amenities are provided to PwDs to enable them effectively discharge their duties in the establishment.
- b. That provision is made for an accessible environment & the assistive devices as required.
- c. That the section dealing with the office establishment will ensure that an officer is designated to oversee the provision of the required facilities/amenities to PwDs. Such liaison officer shall be reporting to the Officer in-Charge of Office Establishment, DAFE.
- d. That a grievance redressal mechanism for addressing the complaints related to the employment of PwDs is available & an officer is designated as the Grievance Redressal Officer(GRO).
- e. The Department will ensure that wherever any grievance arises concerning the selection of PwDs for any position, training, promotion, transfer, posting, level & the preference in accommodation allocation or otherwise, the same is brought up to GRO & is dealt with in a fair & equitable manner without any discrimination.
- f. That no opportunity is denied to PwDs, merely on the ground of disabilities. The individuals with disabilities having any grievance or any other person on their behalf may submit the grievance to the GRO. Any information obtained in this regard will be kept confidential & will be used in accordance with the applicable

laws. The refusal to provide the information relating to the grievance by any PwD employee or the applicant on its behalf will not be subjected to any adverse treatment. The employees & applicants will be protected from coercion, interference, discrimination for filing a complaint or assisting in the investigation under the RPwD Act.

5. RESPONSIBILITY:

- a. Every officer of the department & the establishments thereunder is responsible for giving effect to this policy.
- b. This department/establishment is responsible for obtaining & utilizing the up-to-date information regarding the applicable laws & regulations.
- c. All the establishments under this department have the responsibility of developing, co-ordinating & implementing all the programs for the benefit of PwDs & reporting the progress to this department to ensure the compliance with the RPwD Act and Rules thereunder.
- d. Any employee who violates this policy or discriminates with any PwD or causes any harassment to such person shall be dealt in accordance with the law.
- e. GRO of this department is accountable to the Principal Secretary to Government, DAFE to oversee & promote this policy.

6. POLICY PUBLICITY:

- a. The policy will be brought to the notice of all the employees through the department/establishment websites & the usual communication modes.
- b. This Policy will be included in the department/establishment publications & the training courses.
- c. All the important documents about this department/ establishments thereunder shall indicate that this department/establishments thereunder is an equal opportunity employer.

By Order of the Governor
ARABINDA KUMAR PADHEE
Principal Secretary to Government